



Gallaudet Native American students Danny Lucero (left) and Kimberly Hill talk with Rusty Walking Eagle, who visited the University Nov. 9 during Native American Heritage Month. The three participated in a discussion on Native American culture.

## President Jordan addresses concerns

*Editor's note: The potential impact of a Republican dominated Congress on the University's funding situation, and news reports following the Nov. 8 election that Howard University had fired 400 of its administrative staff due to fiscal problems, has reportedly caused concern in the Gallaudet community.*

To address those topics, Gallaudet President I. King Jordan has issued a statement to On the Green to share

with faculty and staff.

"I want to say, first, that although Gallaudet and Howard University receive substantial proportions of their funding from Congress, we do not face the same sort of emergency situation that apparently confronted the administration at Howard.

"I also want everyone to know that we enjoy strong support from Congress and that this support has been bipartisan. I expect that support to continue. At the same time, we all have to recognize that the new Congress will face the same difficulties faced by its predecessors—a large budget deficit and a tax base that is growing at a very slow rate. Moreover, it is clear that the new Congress is committed to controlling the costs of government and to finding ways to reduce taxes where possible.

"During recent years we have made internal adjustments to this new reality of slow or no growth in federal funding. We have reduced the total number of employee positions by 10 percent during the last five years and we have found ways to be more efficient in other administrative areas.

"The program review that is underway in Academic Affairs will also help us meet the challenges of this new era. This is especially important because we have also entered a period in which enrollment will be steady at best and may decline, and the part of our funding that is not supplied by the federal government comes mostly from student tuition and fees. It follows that any growth in our programs must come from within by changing our focus and by reallocating funds."

## Team reviews MSW program

A team from the Council on Social Work Education's Commission on Accreditation, the committee reviewing Gallaudet's Master of Social Work program for accreditation status, delivered a verbal summary of its findings Nov. 11 to faculty and staff in the Social Work Department. During the open meeting, the chair of the accrediting team stated that the Vision Implementation Plan review now in progress on campus has not influenced the team's investigation.

Dr. William Pollard, dean of the School of Social Work at New York's Syracuse University and chair of the accrediting team, said that the process of working with the Social Work Department had been a learning experience for the committee members. "We've grown through this experience," said Pollard. "We've seen the vision of your program."

Other members of the team shared Pollard's view. "This has been a personally enriching experience," said one individual. "You showed us by your example how to sensitize hearing

*continued on page 2*

## Senate passes motions relating to VIP

The University Faculty Senate passed two motions at its Nov. 21 meeting relating to final recommendations proposed by the Vision Implementation Plan (VIP) Steering Committee.

Social Work Department Chair Janet Pray, who is not a member of the senate, proposed that an outside review of the VIP Steering Committee's recommendations be conducted. Senate member Thomas Kluwin sponsored it as an official motion, and it passed by a narrow lead. Senate member Jim Nickerson made the second motion, asking that the Steering Committee follow specific guidelines in documenting how it reached its recommendations. It, too, narrowly passed.

The first VIP-related motion requests that the "Faculty Senate urge the vice president for Academic Affairs and the president to secure an external, independent review of the final recommendations of the VIP Steering Committee, including an examination of all task force reports and other data used to develop the recommendations." It also proposed that senate officers participate in the selection of the external reviewer and that the review be completed before the recommendations go to the Board of Trustees.

The second VIP-related motion asks that the VIP's final recommendations describe "how outcome variables were operationalized and measured"; describe "scoring techniques and formulas used to measure quality, cost, and centrality to mission"; show "a systematic application of outcome criteria to all programs evaluated"; describe the validity and reliability of the process; include a field study approach in collecting data via interviews from targeted program staff, faculty, and students; and summarize rebuttals from affected programs and individual faculty members.

Vice President for Academic Affairs Roslyn Rosen took the floor following senate discussion. She said she wanted to emphasize that the recommendations people have received so far are preliminary and to remind everyone that the timelines and the VIP process were established with administration and faculty representatives. "People are telling me again and again that change is necessary for Gallaudet to survive," she said. Rosen said that at this time the campus community needs to go ahead with the VIP process "and establish a framework for further work. I will take this under advisement." The timelines and the criteria were established long ago, she said.

Also regarding the VIP, Steering Committee Chair John Van Cleve said that copies of the data used by the

Steering Committee in preparing the preliminary recommendations are available for review in the deans' offices and campus libraries. The councils on undergraduate and graduate education gave their summary reports of the VIP's preliminary recommendations, as the senate had requested at its Oct. 31 meeting.

In an unrelated issue, tuition assistance for college-age children of deceased faculty members who have the required number of years-in-service, specifically, the recent case of Professor Marty Minter, won unanimous senate support. The senate charged Committee E (Salary and Benefits), which developed two proposals after comparing tuition benefits for faculty children at other area universities, to negotiate the proposals with the VPAA. The first is for Dr. Minter and the second is for faculty in general and requests retroactive coverage for children of recently deceased employees such as Eli Savanick.

Later in the week, Faculty Senate Chair Bill Marshall said that the VIP-related and the Committee E motions were delivered to the VPAA's and the president's offices.

The senate also reviewed and discussed a draft of general procedures for the Ad Hoc Committee on Faculty Displacement and Reassignment Appeals. The committee plans to serve for three years or less as needed, and faculty may still appeal to Committee D (Nominations/Elections/Grievances) if they are dissatisfied with the ad hoc committee's ruling. The senate plans to vote on the appeals procedures at its Dec. 19 meeting.

In other news, Dean of the School of Education and Human Services David Martin reported on topics addressed at the Nov. 18 meeting of faculty officers with the Academic Affairs Management Team (AAMT) on shared governance, which was co-chaired by Rosen and Marshall. Among the topics covered were financial concerns and resource allocation, teaching load, parity of faculty salaries, and displacement of Northwest Campus faculty. Dr. Martin said that there is a commitment to achieving parity in faculty salaries. A follow-up shared-governance meeting is expected before winter break.

Also on the issue of parity in faculty salaries, Dr. Neil Reynolds, senate representative to the AAMT, said that Rosen had decided to increase merit awards for associate and full professors at the commendable and outstanding levels. Later in the meeting, Committee E Chair Andrew Gordon said that this does not really address the issue of parity and that the committee would continue working for parity.





Dr. Ann Davidson, dean of the School of Preparatory Studies (right), recognizes Mary Harris, math instructor at SPS, for 15 years of service to the University.

## Announcements

The Gallaudet Bookstore will be open two Saturdays—Dec. 10 and Dec. 17—10 a.m.-3 p.m., for holiday shopping.

The College for Continuing Education and Outreach invites calls for presenter proposals and artwork (visual or performing) until Jan. 1 for the Deaf Studies IV conference scheduled to take place April 27-30 in Woburn, Mass. For information and applications concerning presentations, call Jackie Mann, conference chair, x5733, and for artwork, call Brenda Schertz, (508) 374-3701 (TTY/V) at Gallaudet's Regional Center in Haverhill, Mass.

"Soberfest: Deaf Celebrations and Challenges," will be held Feb. 24-26 in Princeton, N.J. Dr. Jack Gannon, Gallaudet's special assistant to the president for advocacy, will be a keynote presenter, and Elizabeth Aviles, an advisor in the Academic Advising Office, will lead one of the concurrent sessions. For more information, call (800) 332-7677 (TTY).

The Academic Computing Office is offering two short courses in December, "How to Use E-Mail" and "Inter-

net, Bitnet, Send/Receive." The courses will be held in Merrill Learning Center, Room LE-60; morning and afternoon classes are available. For more information, call Stephanie Walden, x5273, or visit the office, HMB W121.

The University of Maryland will present an interpreted performance of "Leonce and Lena" Dec. 10 at 8 p.m. in the Pugliese Theatre. Admission is \$10 standard and \$7 for senior citizens and students. For more information, call (301) 405-2201 (V/TTY).

Gallaudet faculty, staff, and students are invited to a free performance of "Intoxicating . . . an eco-cabaret" in ASL by the Underground Railway Theater of Arlington, Mass., at Arena Stage, 6th and Main Ave. SW, Washington, D.C., Dec. 12 at 7:30 p.m.

## Grievance policy for staff revised

Revisions to Gallaudet's staff grievance policy now allow employees to appeal issues other than alleged policy and procedural violations, according to Denise LaRue, director of the University's Office of Human Resources.

LaRue said that the former policy, which included a panel review for supervisory decisions that were allegedly in violation of policies or procedures, was not intended to allow employees to appeal issues such as performance evaluations, the denial of leave, or the issuance of warning letters. According to LaRue, panels would not have been in a position to make judgments regarding those types of management decisions.

The new policy, entitled "Dispute Resolution Procedures," eliminates the panel review and allows employees to appeal decisions or actions that they think are inappropriate, unfair, or, as in the past, allegedly in violation of employment policies or procedures.

The policy also includes a formal review by the Equal Employment Opportunity (EEO) officer for potential violation of laws or regulations governing employment and an informal review and resolution by either the EEO officer or the director of Human Resources.

The new policy, which was approved by the Staff Advisory Council and went into effect Dec. 1, is in the *Administration and Operations Manual* and under GOPHER on the campus Vax system.

## Palmer to chair Steering Committee

Edgar Palmer, program coordinator for Gallaudet's Honors Program, will serve as Steering Committee chair for the Division of Academic Support and Student Development's (ASSD) program review, according to an announcement by ASSD Vice President Howard Busby.

Other members of the Steering Committee are Dr. Catherine Andersen, chair of Communication and Developmental Studies at the Northwest Campus and retention coordinator for the University; Dr. David Armstrong, Budget Office director; K.P. Perkins, director of Multicultural Student Programs; Dr. Ronald Sutcliffe, an associate professor in the Department of Business Administration; Michael Wallace, director of Student Life at the Northwest Campus; Dr. Frank Zieziula, a professor in the Counseling Department; and Sean Virnig, a student representative.

The Steering Committee is responsible for reviewing the ASSD task force reports and recommendations, due by the end of this month, and for completing program review recommendations to the ASSD management team by the end of spring semester 1995.

Palmer received a B.A. in history from Gallaudet and an M.A. in deaf education from Western Maryland Col-

lege. Prior to joining Gallaudet in 1988, he was employed as a vocational rehabilitation counselor for deaf people for the state of Maryland and as an instructional counselor for the Maryland School for the Deaf. At Gallaudet, he was employed as a guidance counselor at the Model Secondary School for the Deaf. In 1993 he joined ASSD as program coordinator for the Young Scholars Program and Summer Science Program. He also serves as liaison between the Honors Program and Academic Advising and as an academic advisor to honors students.

While at MSSD, Palmer served on the Microcosm Planning Committee and participated in the Black Students Mentors Program and was a mentor in that program. He has served as an advisory board member for the Western Maryland College Teacher Training Program, the American Deafness and Rehabilitation Association, and for Gallaudet University's captioning research. In addition, he has served as a board member for the District of Columbia Area Black Deaf Advocates, Inc., and as a member of the Governor's Committee for Affirmative Action for the Maryland State Department of Education.

## Accreditation team reports findings

*continued from page 1*  
individuals to deaf people."

"You've added depth to my understanding of cultural diversity," added another team member.

Pollard highlighted 18 strengths of Gallaudet's MSW program, including the integration of curriculum and practice; faculty accessibility to students; student understanding of the process of the program; an understanding of the needs of deaf and hard of hearing people; community support, including support of other social work faculties who have spoken of the need for this program; the potential for becoming known nationally as an excellent program serving a special population; the inclusion of deaf culture in the program; broad-based support beyond the deafness and academic areas; good library access through the two consortiums; and faculty credentials and diversity.

Referring to the VIP process, Pollard said, "We are aware of the VIP

report/study that is currently underway at Gallaudet. You'll have to work with that, but it hasn't entered into our thinking or the way we've viewed the program."

For the future, the accreditation team indicated that it would be recommending that deaf social work faculty members be enabled to move into administrative levels of the program and that the department make an effort to recruit more men and minorities into its student ranks.

The team will submit a written report to MSW Program Director Cathy Moses by Dec. 9. The Social Work Department will have an opportunity to respond to that report in writing. The reports and the MSW program's self-study then go to the Council on Social Work Education's Commission on Accreditation. The council is expected to make a final decision on the accreditation of the MSW program this spring.

## Classified Ads

**Classified ads** are printed for Gallaudet faculty and staff. Written ads must be submitted in person or by mail to *On the Green*, MSSD, Room G-37. Off-campus phone numbers must include an area code and whether the number is voice or TTY. In compliance with the Education of the Deaf Act of 1992, as amended, payment of \$1 per ad per printing must accompany each ad. Ads received Dec. 5-9 will be printed Dec. 19.

**FOR RENT:** 3-BR TH in Gaithersburg, Md., 2½ BA, W/D, A/C, dishwasher, near MARC commuter train, avail. March, \$780/mo. Call (301) 417-0614 (TTY) to mid-Dec., then call (301) 565-9087 via relay.

**FOR RENT:** 1-BR Capitol Hill apt. in TH, 11th and G Streets NE, separate entrance and foyer, open living area, large BR, walk-in closet, eat-in kitchen, A/C, W/D, \$500/mo. plus util. Call (202) 543-8070 (V).

**FOR RENT:** 1- and 2-BR apts. and 1-BR accessible apts. in Washington, D.C., W/D, near Metro bus/shopping, rent incl. util. plus AC. For more information, call Deaf-REACH housing specialist (202) 832-6681 (V/TTY) or Southview Apts., (202) 889-6660.

**WANTED:** Want to buy baby jogger stroller. E-mail MMEIER.

**FOR SALE:** House near Gallaudet, 1315 E Street, new bath and new kitchen, basement, 3-BR, off-street parking, both upstairs and downstairs enclosed porches w/lots of windows, \$119,500. Call Joe, (703) 960-1179 (V).

**FOR SALE:** Solid oak desk/TV cart, \$75; roll-top desk/chair, \$150. Call Marie, (202) 927-2669 days or (301) 604-1568 eves.

**FOR SALE:** 2 DeafSail tickets, March 19-26, \$400 discount. Call (301) 601-4351 (TTY) or E-mail JBGRINDSTAFF.

**FOR SALE:** Farm kitchen table, natural w/white legs, 4 x 6-ft., like new, \$75; TTY, like new, \$175, w/printer, \$200. Call (301) 601-4351 (TTY) or E-mail JBGRINDSTAFF.

**FOR SALE:** Couch, \$135 negotiable; you transport; miscellaneous books, jewelry, and other items. For complete list E-mail ALSHETTLE.

**FOR SALE:** Sega Genesis system with "Sonic the Hedgehog" game cartridge, in box, with controller and all connections, \$80 or best offer. Call Vickie, x5653, or E-mail VWALTER.



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